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Tape 33

Side A, 2 - 3 1/2

DRAFT DIRECTOR'S NOTE

Uniform Promotion System

One area ~~in~~ which we are giving a great deal of attention today is our personnel management system. For the past 31 years, the Agency has had a fine and highly personalized management system. It could not be otherwise ~~because the intelligence profession~~ for we simply could not carry out our mission without good people. This more than any other factor has been the secret of success of our Agency since its birth.

Times change, the mores of our country change, and the attitudes and aspirations of our youth change. In addition, our Agency is in a sense just reaching its maturity. Personnel policies appropriate to ^a ~~the~~ new and growing organization need review for an established organization. No earthshaking changes are ⁿ ~~cont~~emplated but we are endeavoring to ensure that our personnel policies and our personnel management procedures are attuned to looking after the interests of all of our employees under conditions which surround us today~~ly~~ and will surround us in the years just ahead.

On April 7th, we published a notice on _____. On the 18th of May, we just published another one on an approach to a uniform promotion system. I believe this latter notice is of sufficient import to all employees to include it in a Director's Note so that it will receive maximum distribution. Here it is: [Quote it.]

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It is my intent within a few months to bring together in a booklet form a full statement of personnel policies of the Agency. I believe this is something that all employees are entitled to know, particularly on entering into employment with us. We will try to lay out what a new employee can expect as he looks ahead to a full career opportunity in our Agency, including the opportunities he will have ~~the privileges~~ and the rights he will accrue. ~~And~~ Most of all, I am anxious that our personnel system be as uniform, as ~~as~~ simple, ~~as possible~~ and as thoroughly publicized as possible. Each of us deserves to know the rules and the opportunities *within which to serve.*